

Minutes of meeting held via Teams, Weds 10 Oct 2021 10am-1pm

Present:

Steve Drowley (Chair), Tim Opie, Daf Baker, Catrin James, Grant Poiner, Andy Borsden, Jo Sims, Rachel Burton, Hayden Llewellyn, Paul O'Neil, Dave Rees, Mark Isherwood.

In attendance:

Liz Rose (ETS Adviser)

Apologies:

Hannah Wilcox, David Algie, Martin King-Sheard, Mike Greenaway, Darrel Williams, Donna Robins, Gill Price, Emma Chivers, Josh Klein.

1. WELCOME/INTRODUCTIONS

SD welcomed everyone to the virtual meeting, especially Mark and Dave.

2. NOTES FROM PREVIOUS MEETING & MATTERS ARISING

These were accepted as an accurate record. Most actions had been achieved.

3.0 – Membership – members confirmed they had checked with their nominating bodies and would continue their membership. Darrel Williams will be the second rep for TAG Cymru. PO'N has approached Councillor Phillipa Marsden to take on the JNC Professional Adviser role.

Action: LR to liaise with PO'N

4.0 – ETS Workplan – not finalised at time so not yet sent out. The job description for the WDPG support role was circulated but no response. AB suggested sending it to the QM assessors and also through the EWC newsletter.

3. WELSH GOVERNMENT UPDATE (IYW Board / Strategy Participation Groups / WDPG / Other)

DRo was not present but the following points were noted:

- Additional funding has been added to the Revenue Grant to support young people's mental health and well-being. There are also other streams of funding available but some concern was expressed about the ability to spend this at short notice and also the implications for young people as this funding is short-term. A more strategic and long term approach to funding should be raised with the IYWB and the Minister.
- JS gave some background on the IYWB final report which has gone to the Minister. A response is expected in December. Recommendations 8 and 13, relating to training and workforce development, are of particular relevance to ETS. Proposals for a national body also have implications for ETS and further discussion will be needed on it's purpose, rationale, governance and functions and where ETS might sit.
- Praise for the IYWB was also noted in that it had done a good job in bringing together disparate voices into one set of recommendations and the sector should support this and be positive in our response. A discussion was held on the merits of the term 'Youth Work Services' which did capture the broad range of youth work organisations but some clarity and clarification would be useful.
- No formal response to the IYWB is required but TO has prepared a response from PYO/ADEW/WLGA and will share with SD. SD offered to pull together a response from ETS if members wish to forward comments to him.

4. WORKFORCE DEVELOPMENT SPG

- 4.1. **Mapping** – SD gave an update on the process. Ann Smith and Courtney Taylor were the main consultants and the response deadline had been extended by two weeks. The draft report will go to the steering group on 15 Oct and the updated report to Welsh Govt by 15 Nov. Approximately 100 responses have been received from across LA, Vol and wider sectors. This is the first snapshot of the sector and more detailed research will be needed in future.
- 4.2. **Leadership & Management** – SD reported that the 24 places had been filled and there is a good balance of applicants across the LA and Vol sectors. The first module will start on 27 Oct.
- 4.3. **Recruitment & Retention** / 4.4 **Training Infrastructure** – Recruitment and retention was raised as an issue for PYOs that seems to be getting worse. TO and CJ are on EWC's 'Education Recruitment Forum' so able to raise this at a strategic level. Educators Wales staff are attending various careers fayres to promote all sectors and HL suggested that financial support may be available to help. DRe said there is a general recruitment crisis across many related sectors and this is not helped when staff and graduates are moving into other (often private) sectors with better pay & conditions and career progression. CJ highlighted the difficulty of recruiting not only qualified youth workers but also those with suitable qualifications to deliver and assess training and through the medium of Welsh.
- These issues need to be addressed as it is important to safeguard the sector.

5. QUALITY MARK

AB gave a brief verbal update on progress and the renewed/new assessments. This included:

- New good practice pages and templates now available on the website
- Jargon buster developed plus examples of self-assessment to encourage organisations to engage with the Bronze level award
- An online training module
- Presentation at the forthcoming National Conference
- Embedding awareness of the QM in training at Level 3 and within the USW programme
- 28 organisations will have gone through the process by Christmas and a further 12 before March 2022
- Some parts of Wales are less well represented so hope to focus on these in future

MI praised the development as a self-improving system and said the youth work sector is often ahead of other sectors in such work.

6. EDUCATION WORKFORCE COUNCIL

HL gave an update on three areas:

- Welsh Govt has been a very constructive partner in working on the Quality Mark
- Registration numbers were circulated and members asked to check for and report any anomalies. Data is very static compared with other sectors
- Good to see gaps in registration have been identified in the IYWB report, Welsh Govt officials are starting initial work on this but there will be formal consultation in due course (DRO had previously sent out informal questions for individuals to help shape the consultation)
- National Workforce Survey report has been published with a further event on 21 Oct
- EWC events include a session on race equality and Show Racism the Red Card, which will be of interest to youth workers
- Stakeholder newsletters are being developed along with the offer of a book club linked to the PLP.

JS asked if analytics were available about how the Educators Wales website was being used. HL will check.

DRe asked how the registration fee is impacting workers – some employers pay and others pass on the cost to their staff. HL stated the fees have not increased since they were set first.

7. ENDORSEMENT ACTIVITY / COVID GUIDANCE

The reduction in placement hours to 75% was discussed and it was agreed that the expectation should now return to 100% but with caution and the requirement kept under review. **Action: LR/SD to liaise with England on their requirements and discuss further with HEIs before updating guidance on ETS website.**

- 9.1 **Cardiff Metropolitan University – BA & PgDip/MA programmes** – CJ and LR met with staff and approved the 1-year extension to programmes. A new panel chair is sought for the full endorsement event in summer 2022.
- 9.2 **USW BA programme** – the programme was endorsed in June with minor conditions. USW staff were praised for an exemplary submission and panel event.
- 9.3 **Trinity Saint David – BA & PgDip/MA programmes** – nothing to add.
- 9.4 **Wrexham Glyndwr** – nothing to add
- 9.5 **Agored Cymru** – DB shared a paper on mapping progression from old L2 Award to the new L2 or L3 Certificate which is to be approved by Agored's Quality Assessment Committee. It is proposed that the old Award be valid for progression for 5 years (with continuous practice) and 3 years (without practice).

8. JNC UPDATE

DA was not present but had provided an update.

- The JNC Employers' Side has made pay offer to the Staff Side for an increase of 1.75% on all pay points and allowances for 2021. It has rejected the Staff Side's 10% claim and other elements. The Staff Side is undertaking a consultation on this and a response is awaited.
- The JNC will be holding discussions with the NYA in due course around the implementation of the recently approved Level 6 Youth Work Apprenticeship.

DRe reported from the Staff Side that consultation by individual ballot is taking place and that an offer of 1.75% is in effect a pay cut.

9. AOB

DR queried training available on challenging racism. This is well embedded in FE & HE qualifying training but less available as CPD.

10. **Date of next meeting** – 9 Feb 2022 tbc with HEI colleagues to ensure representation (changed to 8 Feb 2022)